

Teacher Workforce

January 2019



Why is it important to talk about the Missouri teacher workforce?



Teacher quality has been consistently identified as the MOST important school-based factor in student achievement.

~McCaffrey, Lockwood, Koretz, & Hamilton, 2003; Rivkin, Hanushek, & Kain, 2000; Rowan, Correnti & Miller, 2002; Wright, Horn, & Sanders, 1997), and teacher effects on student learning have been found to be cumulative and long-lasting (Kain, 1998; McCaffrey et al., 2003; Mendro, Jordan, Gomez, Anderson, & Bembry, 1998; Rivers, 1999; Sanders & Rivers, 1996.



Teacher Workforce Data



Part I

A National Perspective

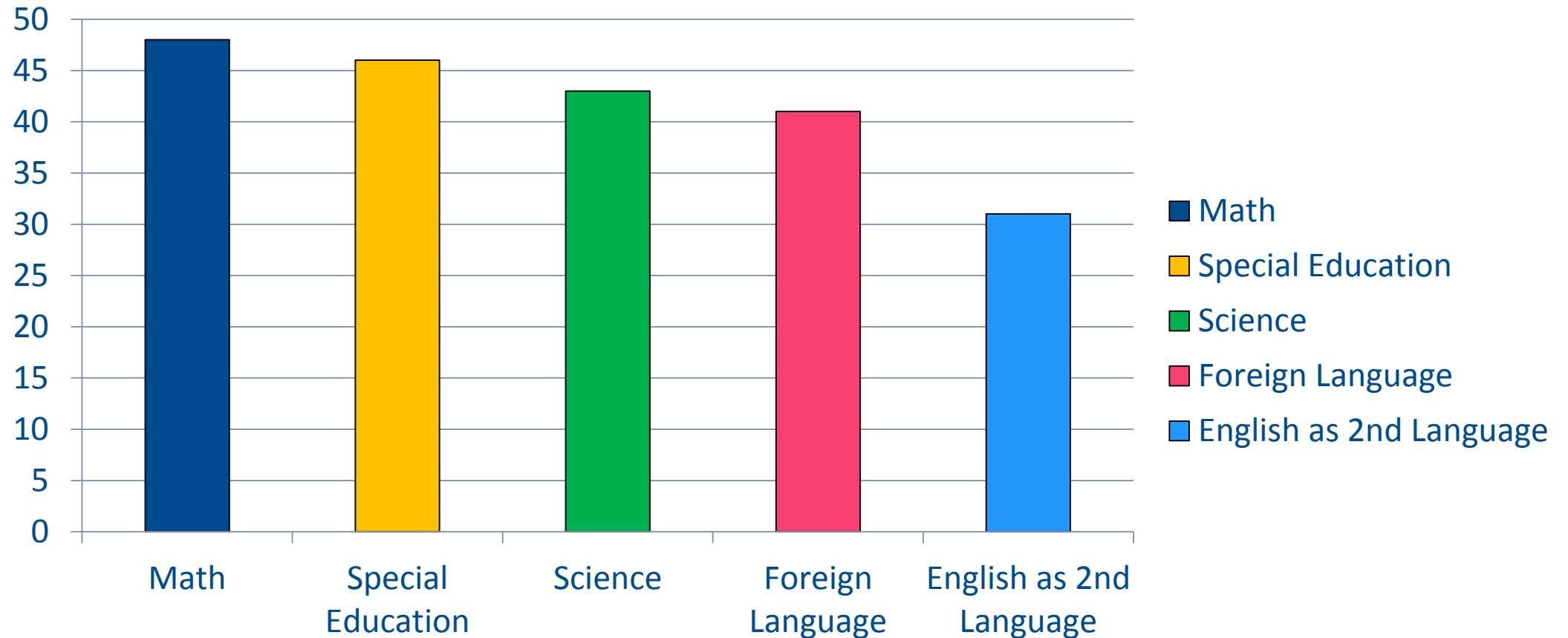
National Headlines for the Teacher Workforce



- **Persistent Shortage Areas**
- **America's Teachers – Still White and Female**
- **Evaluation System Revisions Alone Don't Improve Learning**
- **Teachers' Pension Debt is a Growing National Crisis**
- **Teachers Run for Public Office in Record Numbers**
- **Teachers Do Not Want to be Armed**
- **Teacher Walkouts in Six States**
- **Teachers Dissatisfaction with Salaries**

Teacher Shortage Areas by Content

Number of States with this Shortage Area

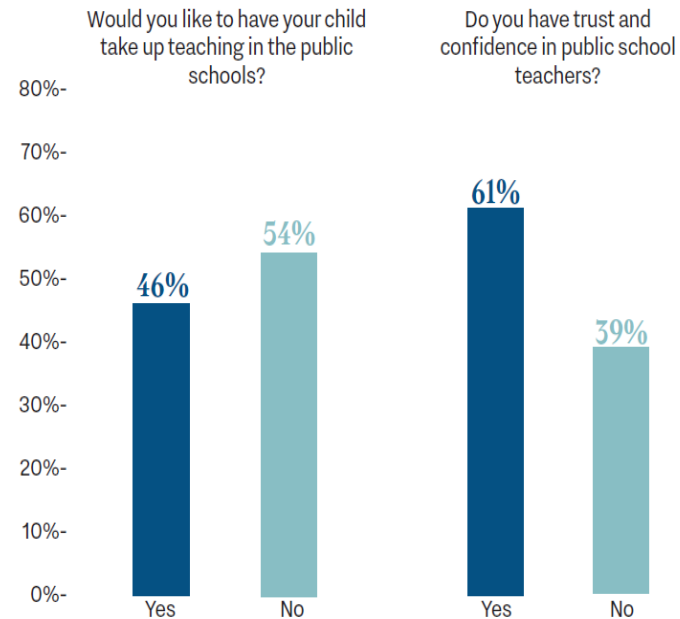


The Nation's Teacher Workforce



Views of public school teaching

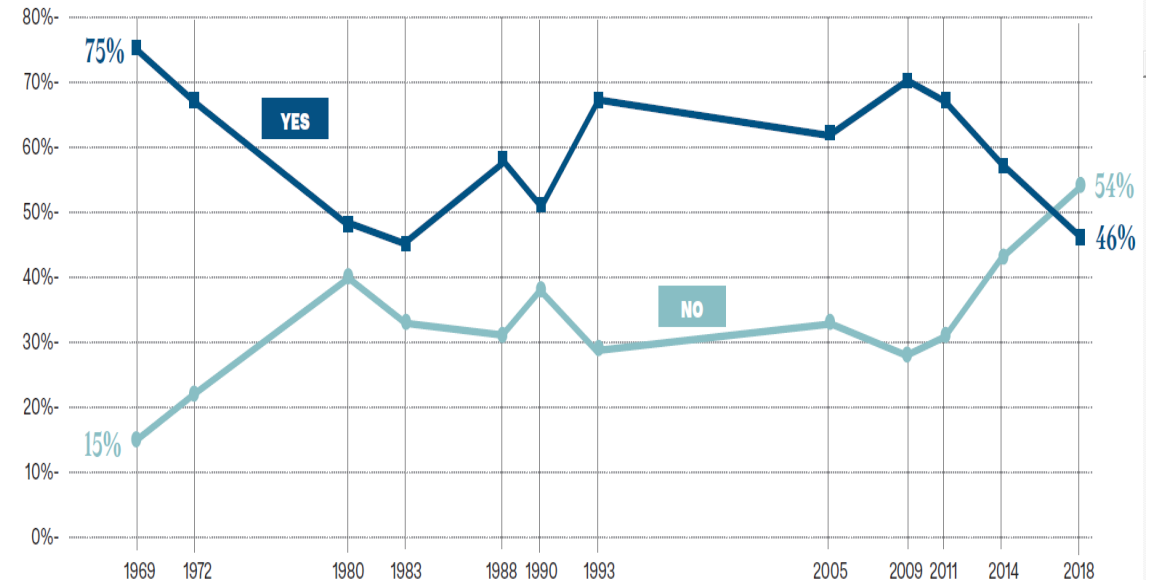
National totals, 2018



PDK poll, 2018

Would you like your child to become a teacher?

National totals, 1969-2018



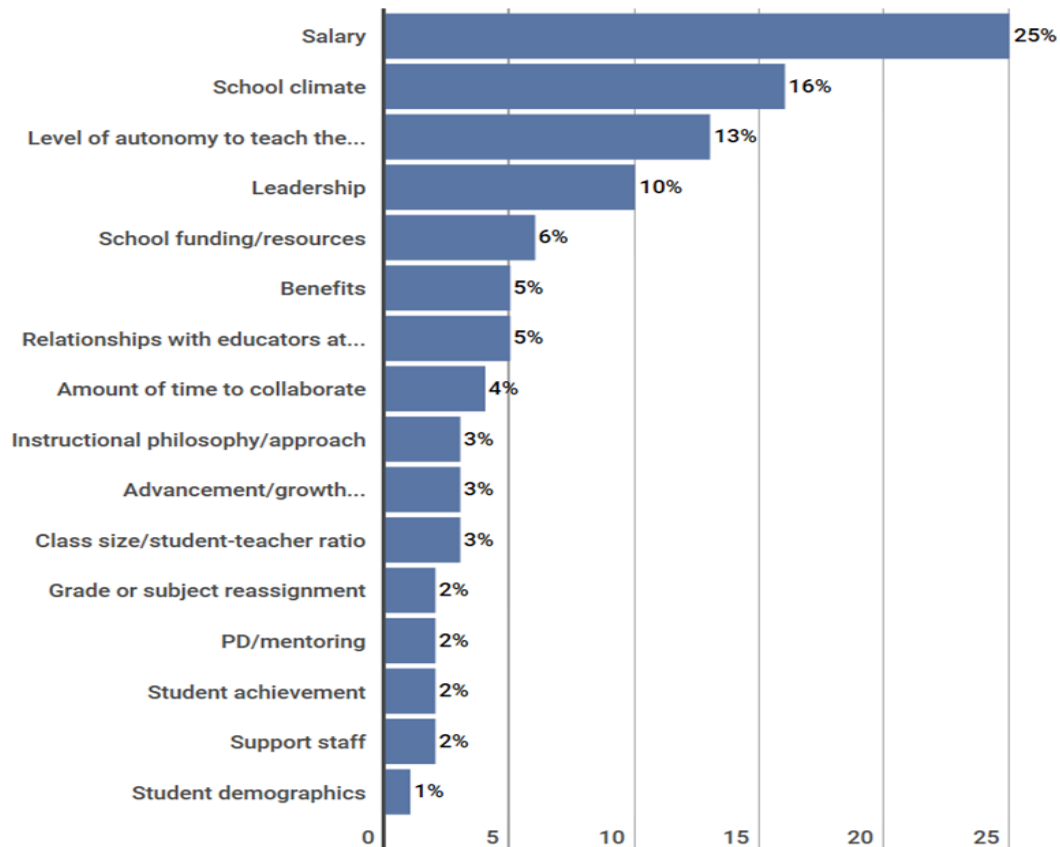
Gallup produced the PDK polls from 1969 to 2015. Langer Research Associates has produced the PDK poll since 2016, including the 2018 poll.

PDK poll, 2018

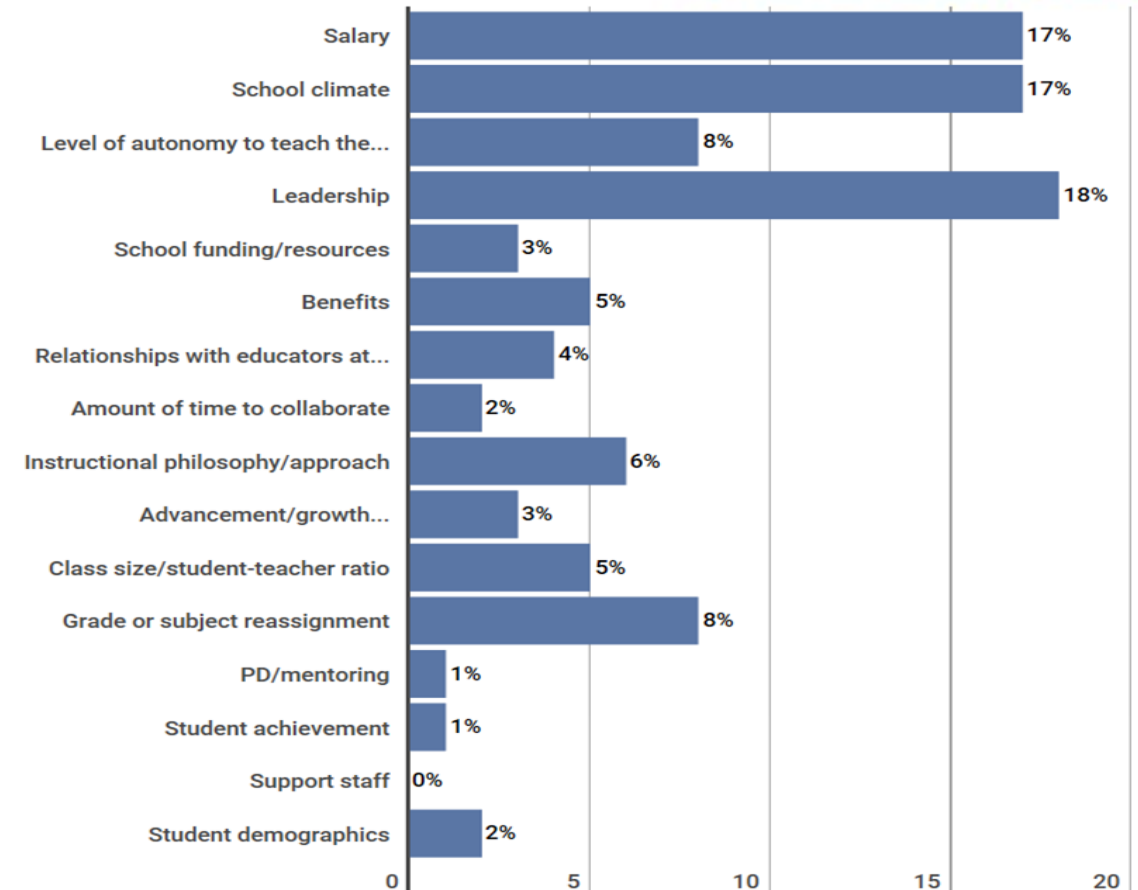
Source: PDK International

Slide updated January 7, 2019

The Nation's Teacher Workforce



Recruitment



Retention



Teacher Workforce Data



Part II

Our State Perspective

Teacher Preparation in Missouri



Item	2015-16	2016-17	Change
Total Completers	3,908	3,868	-1.0%
Total Enrollment	7,830	8,265	+5.6%
Male Enrollment	1,716	1,719	+0.1%
Female Enrollment	5,823	6,307	+8.3%
Traditional programs	782	766	-2.0%
Alternative (*IHE-based)	176	127	-27.8%
Alternative (non-*IHE)	58	63	+8.6%
Total Preparation Programs	1,016	956	-5.9%

*IHE – Institutions of Higher Education

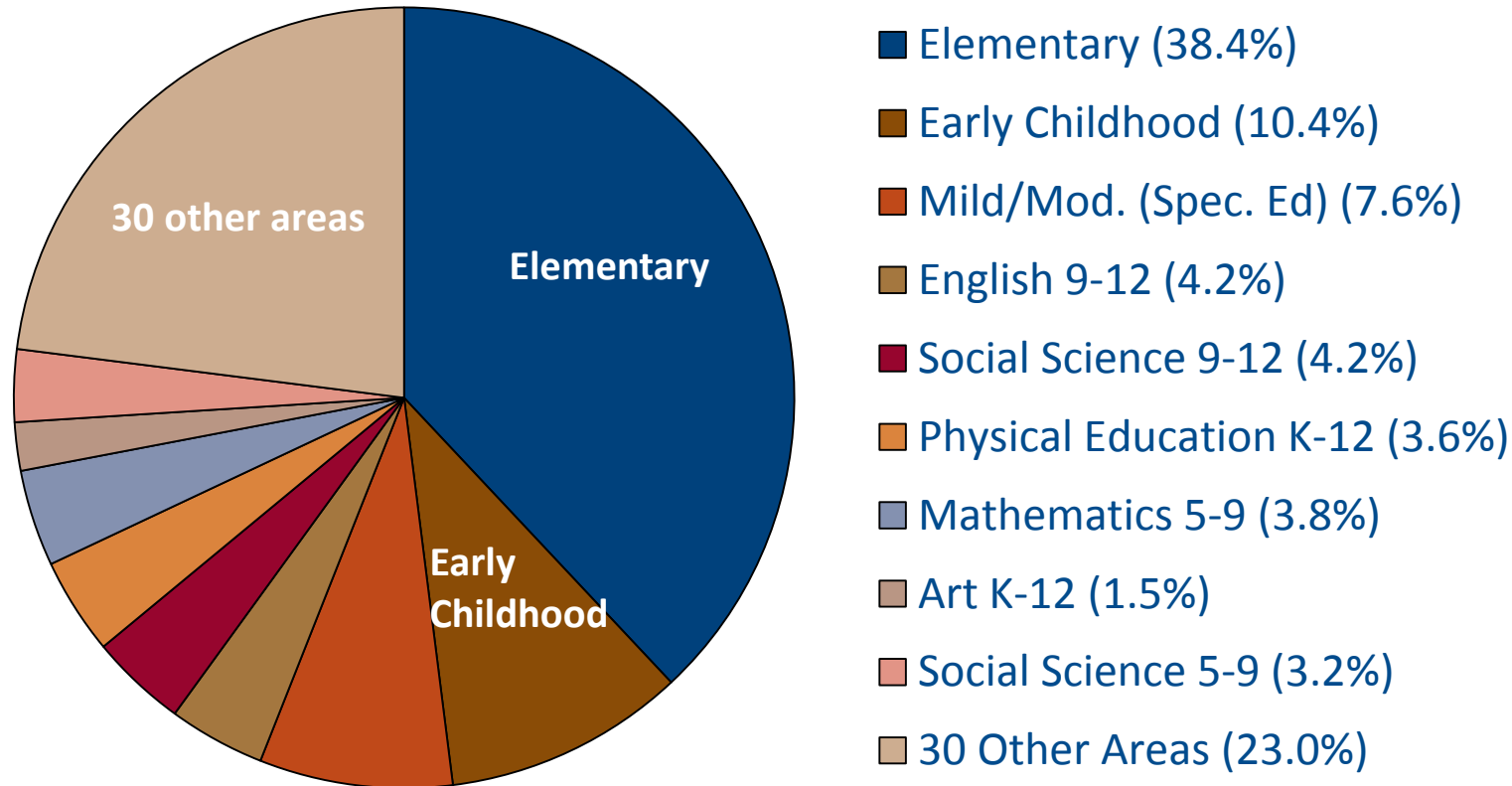
Missouri's Title II Report, October 2018

Teacher Certification 2018

(*4,472 initial certificates issued / +6.0%)



Type of Certificate

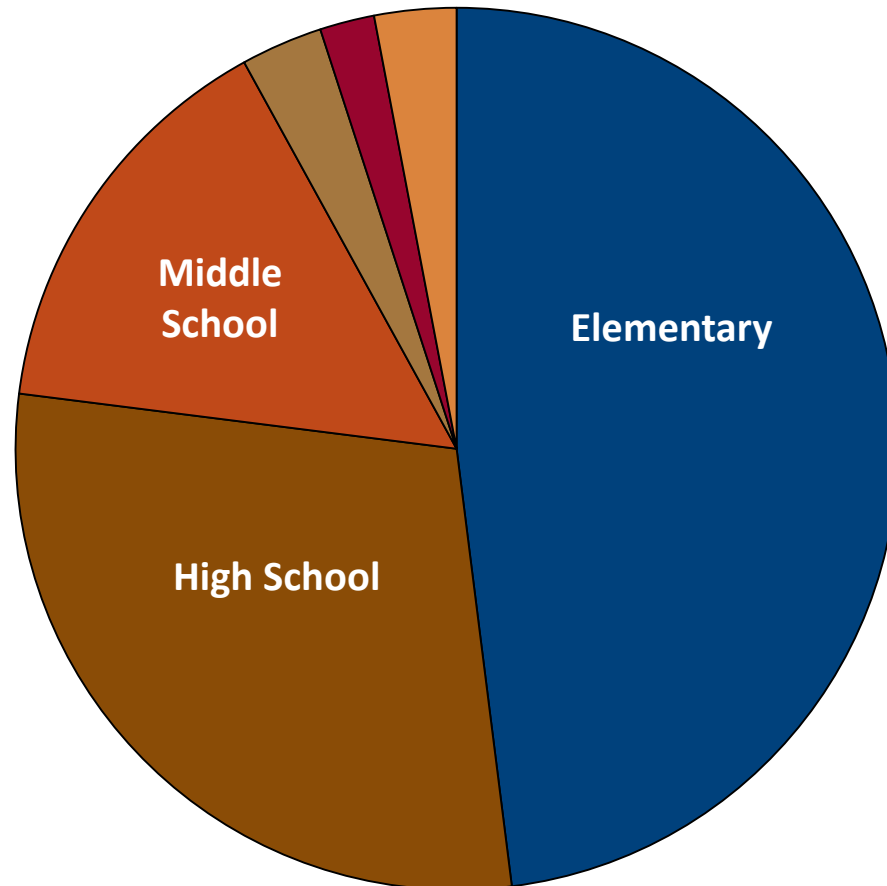


* Through November 2018

Certification Data, DESE 2018

Teaching Assignments in Missouri

N=69,080 (+1.5%)



2017-2018

- Elementary (48.2%)
- High School (29.1%)
- Middle School (14.5%)
- Junior High (2.8%)
- Early Childhood (2.2%)
- Other (3.2%)

Average Starting Teacher Salary

State	Avg. Starting Salary
Illinois	\$38,820
US Average	\$38,617
Kentucky	\$36,494
Tennessee	\$36,402
Iowa	\$35,766
Kansas	\$34,883
Arkansas	\$33,973
Nebraska	\$33,854
Oklahoma	\$31,919
Missouri (49 th in the U.S.)	\$31,842
Montana (50 th in the U.S.)	\$30,036



Average Teacher Salary

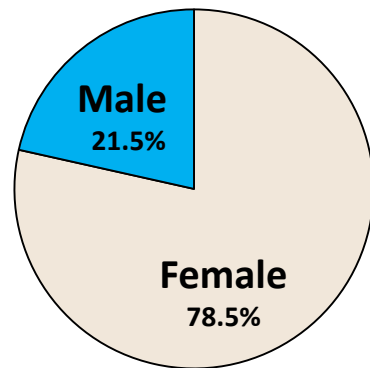
State	Avg. Teacher Salary
New York	\$79,637
California	\$78,711
Massachusetts	\$77,804
Average US teacher salary	\$58,950
Missouri (39 th in the U.S.)	\$48,293
Mississippi (49 th in the U.S.)	\$42,925
South Dakota (50 th in the U.S.)	\$42,668



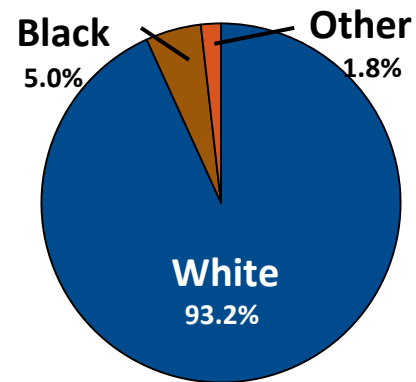
The Missouri Teacher



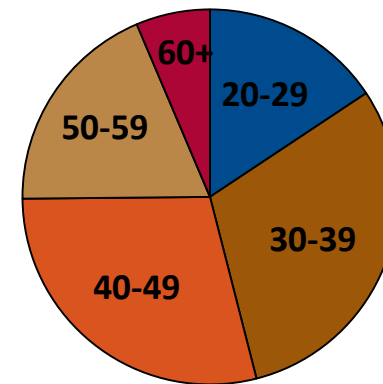
Gender



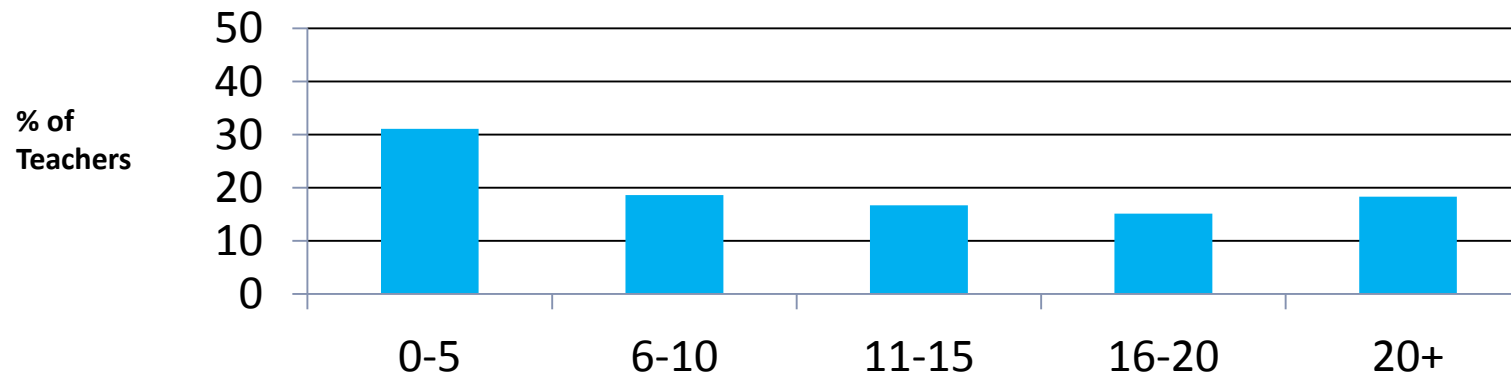
Ethnicity



Age

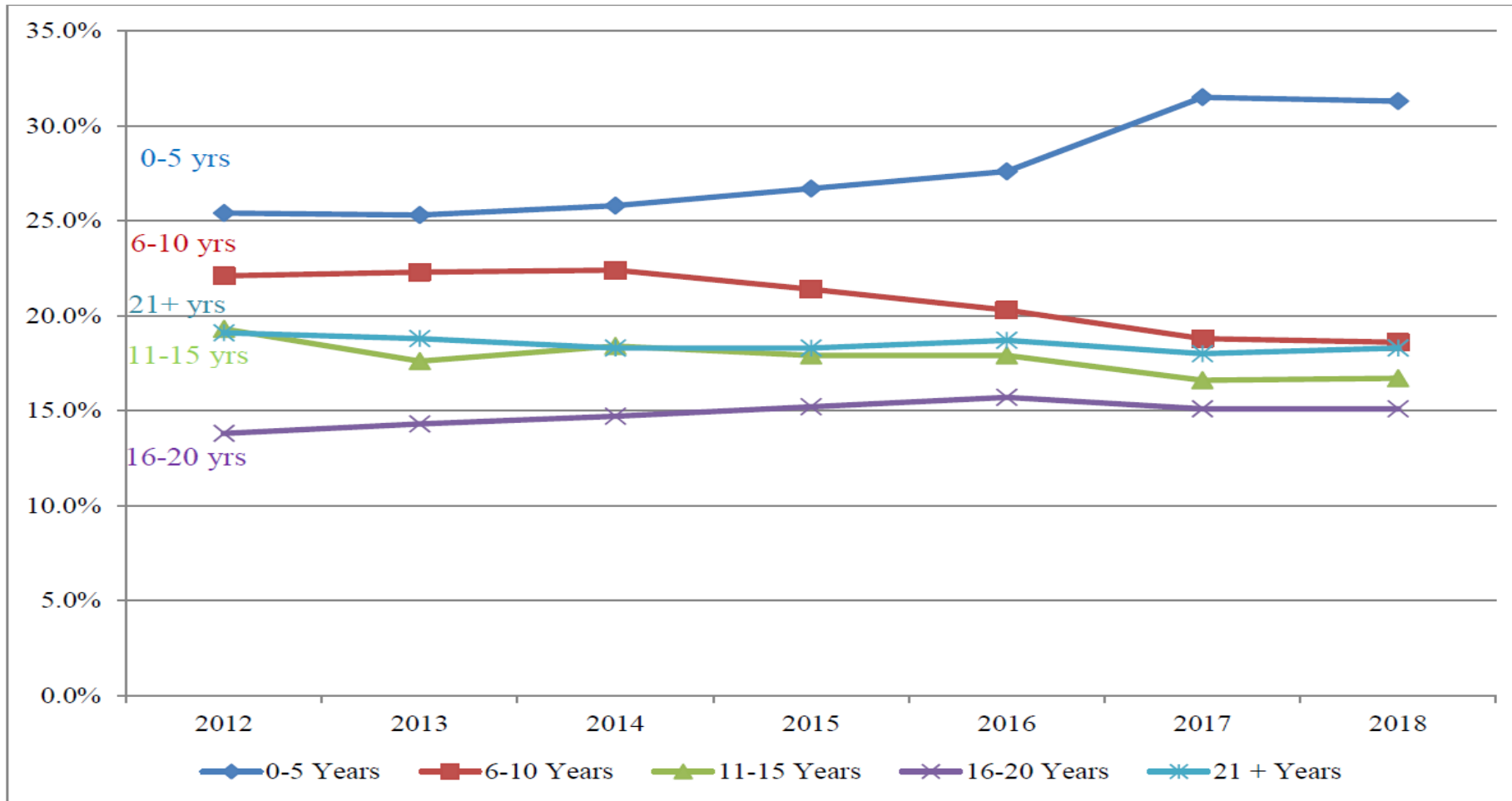


Years of Experience



* Recruitment and Retention Report 2018

Trend Data: Experience of Teachers



* Recruitment and Retention Report 2018

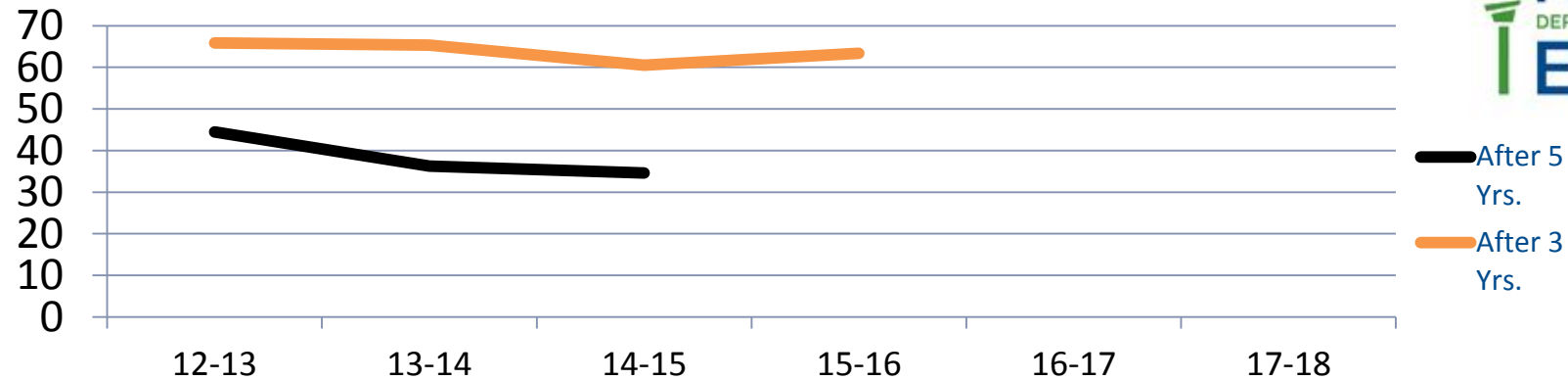
Trend Data: Ethnicity of Teachers



Race / Ethnicity						
	2012-13	2013-14	2014-15	2015-16	2016-17	2017-18
White	93.3%	93.2%	93.5%	93.5%	93.1%	93.2%
Black	5.2%	5.2%	4.9%	4.9%	5.2%	5.0%
Other	1.5%	1.6%	1.6%	1.6%	1.7%	1.8%

** Recruitment and Retention Report 2018*

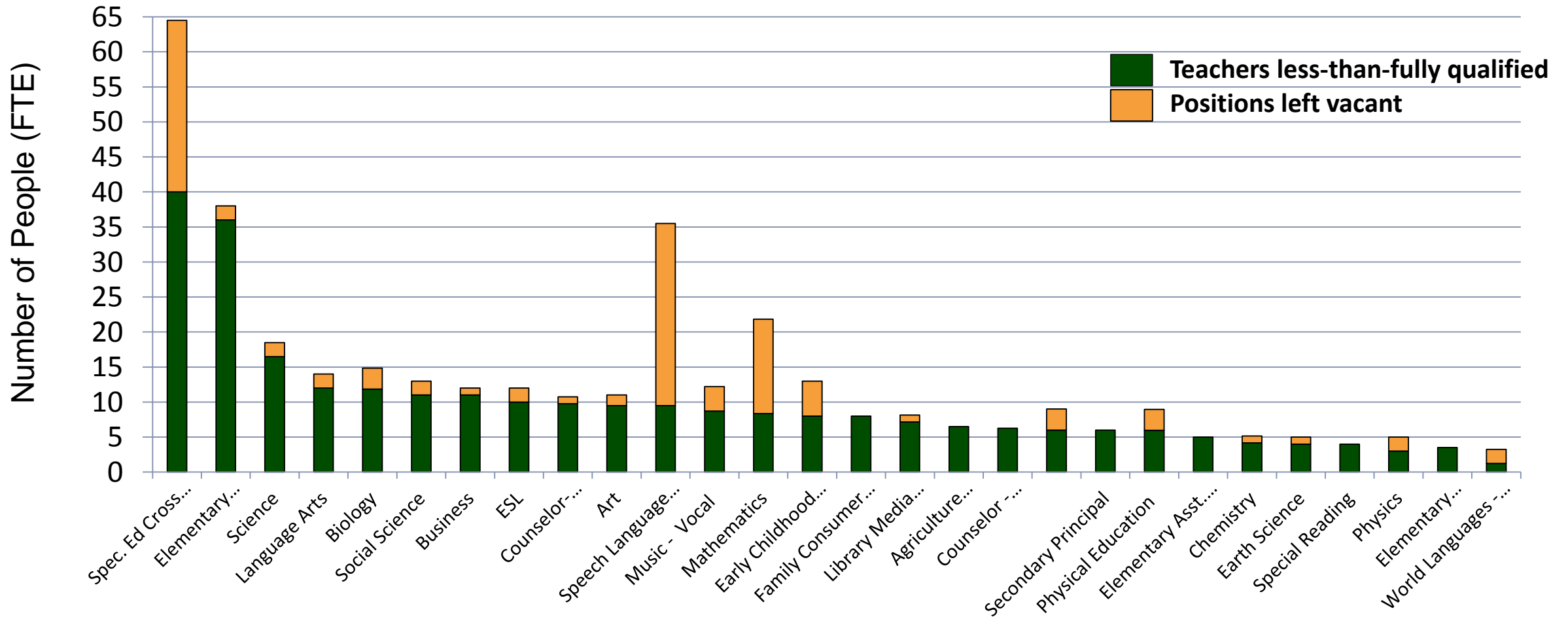
Trend Data: Retention Rates of Teachers



	District New Hires					
	2012-13	2013-14	2014-15	2015-16	2016-17	2017-18
Total Teachers	69,025	69,407	69,859	69,683	70,220	70,575
District New Hires	7,377	7,745	7,840	7,714	7,986	7,587
First-Year Teachers	59.0%	58.1%	56.7%	55.3%	54.0%	54.3%
Another District	36.0%	36.5%	37.5%	38.6%	39.4%	39.6%
Out-of-state	5.0%	5.4%	5.8%	6.1%	6.6%	6.1%
Overall Retention Rate	86.8%	86.5%	86.5%	86.6%	86.3%	86.9%

Educator Vacancy Data

(Self-reported by school districts through Screen 21 of the Core Data System)



Things We Think We Know...



- **Less people are earning a teaching certificate.**
- **The demand for teachers will increase due to expanding student enrollment and high attrition rates.**
- **Teachers leave the profession due to family reasons, lack of administrative support, low salaries and challenging working conditions.**
- **Shortage areas exist in particular areas, both content and geographic.**

Solving Teacher Shortage



- **Strong preparation and mentoring**
- **Comparable salaries**
- **Material supports**
- **Professional working conditions**
- **Teacher leadership**

Using Policy to Address Teacher Shortage



- **Teacher turnover matters**
- **Turnover varies in ways amenable to policies**
- **Policy strategies can make a difference**

Why it's a big problem that so many teachers quit – and what to do about it, Valerie Strauss, November 2017

So...what are we doing



- **Vacancy data can direct recruitment and preparation of future teachers.**
- **Strategies of the Equity Plan, like Grow Your Own and Equity Labs, can help address the particular challenges found in the teacher workforce.**
- **High-quality teacher education contributes to teacher retention.**
- **Strategies to reduce teacher attrition can have a significant impact on the overall teacher shortage.**
- **A comprehensive, systemic approach to leadership development and support can significantly impact teacher attrition.**



dese.mo.gov

Email: Paul.Katnik@dese.mo.gov

Phone: 573-751-2931

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